

CHECKUP

Vol. 2, No. 2 March 24, 1989

Ethics Committee Explores Complex Issues

Physicians and other health care professionals treating terminally-ill patients who once might have asked "What can we do to prolong this life?" now question "Is it ethical to prolong life when the outlook for functional recovery is dismal?"

Modern medical technology has attained the possibility of prolonging life far longer than ever before and therein lies the medical ethics challenge of the 1980s and '90s.

"In most cases, people benefit from (treatment with) complex technology these days, but they also may be hurt by it," says John Castaldo, M.D., neurologist and chairman of the Ethics Committee of TAH—LVHC. "For many patients, the issue now becomes quality of life. What becomes clear is that all things medically possible are not necessarily ethically right for all patients."

National trends comparing treatment with the resulting prognosis increasingly indicate the need to develop standards for caring for the terminally-ill and when it is ethically correct to withdraw that care and let the patient die.

To help caregivers, patients and patients' families understand and decide on the appropriate care for differing ranges of acuity, an Ethics Focus Group was founded at the Hospital Center in 1984 by Joseph Vincent, M.D., director of Critical Care. By 1986, this group had evolved into a

committee of the Medical Staff and, two years ago, Vincent formed a companion committee at TAH. The two groups have recently merged. Since its inception, the Ethics Committee has received considerable support from the Dorothy Rider Pool Health Care Trust.

Besides the physicians and nurses recruited to serve on the Ethics Committee, representatives from the

departments of Pastoral Care, Social Services, Legal Services, along with a patient representative and an administrator, were invited to join the group. The chairman of Lafayette College's religion department, Stephen Lammers, Ph.D., is a key non-hospital member who aided in the group's founding and remains a consultant to it.

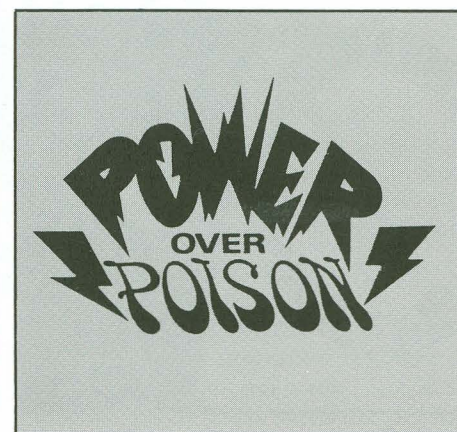
(please turn to page 3)

Poison Prevention Quiz Developed

How is your power over poison?

Each year nearly 3 million poisonings occur in the United States, 70 percent of which involve children 6 years and younger. To educate the public and decrease the number of poisonings, the Lehigh Valley Poison Center (LVPC) adopted "Power Over Poison" as the theme of National Poison Prevention Week, March 19 to 25. LVPC is located at TAH site.

In recognition of National Poison Week, LVPC staff members assembled and distributed special information packets containing a "Power Over Poison" quiz and other poison materials such as Mr. Yuk stickers. The quiz was developed by LVPC staff members and appears, in part, on page 3. "We designed the quiz as a fun way to increase the public's knowledge about poisons. Hopefully, this will help prevent poisonings and pos-



sibly save lives," says Peg Parry, R.N., LVPC coordinator.

If you need information about poisons or have a poison emergency, call LVPC at (215) 433-2311. Specially-trained registered nurses in TAH Emergency Center answer calls 24-hours-a-day, every day of the year.



The Allentown
Hospital—
Lehigh Valley
Hospital Center

A HealthEast Hospital

Nursing Goes Forward After Merger

The merging of TAH and LVHC Nursing departments will result in the implementation of uniform patient care standards, enhanced communication among department members and opportunities for innovation in day-to-day operations and staff development, says Mary Anne Keyes, R.N., senior vice president of Nursing.

Effective Feb. 1, the approximately 2,000 nurses, unit clerks and nursing assistants became consolidated into a single department.

Nursing units and programs at both

sites — such as trauma, pediatrics, the clinics and patient education — will report to Keyes through seven administrators and two vice presidents. “Administrator” connotes a manager responsible for directing the activities of several nursing units or programs having clinical similarities. For example, Open Heart, ACU, ACCU and PCCU fall under the direction of an administrator.

In addition, streamlining the department will simplify Nursing’s organizational structure as well as reduce costs.

“I see the merger as a win-win situation,” explains Keyes. “We’re taking the best from both sites and going forward.”

The following administrators will report to Mary Kinneman, R.N., vice president; Terry Capuano, R.N.; Kate Quinn, R.N.; Carol Bury, R.N.; and Barbara Hanks, R.N. In addition, Rich Dor-sam, R.N., newly named director of nursing management systems, will report to Kinneman.

Administrators reporting to Bonnie Smith, R.N., vice president, will be Candace Rakow, R.N., as well as another as-yet unnamed administrator for outpatient services, plus the director of nephrology, Mary Frances Stahler, R.N.

Jan Stahler, R.N., administrator for Nursing Education, and Barbara Hacker, R.N., vice president, will report directly to Keyes as will Kinneman and Smith.

Keyes will also supervise the directors of Friends of Nursing, Quality Assurance and Infection Control.

“The plan now is to deal with the future, appreciating but not maintaining the past,” says Keyes. Two areas which will receive immediate attention are staffing and alternative practice models.

“I’m pleased with how people rolled up their sleeves to make this merger happen. Nursing was ready and now we’re making it real,” she concludes.



Co-winners of the “It’s a Snap, Don’t Recap” needlestick campaign poster contest, sponsored by Infection Control, are pictured above receiving their checks for \$100. Entries were judged on artistic creativity and subject matter. Shown left to right are winner Sue Cruz, R.N., Ambulatory Surgical Unit (TAH), receiving her check from Terry Burger, R.N., Infection Control; and Mary Ellen Beideman, R.N., C.I.C., director, Infection Control, presenting a check to winner Sue Deitrich, R.N., 7B (LVHC). The three-month anti-stick campaign resulted in decreases in needlestick incidences at both sites, representing savings of employee work time and costs to the hospital. The most significant improvements were the number of injuries associated with needles in the trash. Burger noted that informative lobby displays, distribution of educational literature and the future availability of new protective syringes and other products designed to eliminate injuries from “sharps” in the hospital should further reduce the danger of needlesticks.

CheckUp is a biweekly publication of the Communications Department of HealthEast. To submit an article or for additional information, call ext. 7915.

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Complex Issues (from page 1)

Once a month the committee meets to address issues which are current in the ethics literature or have actually occurred at the hospital. On an as-needed basis, they will meet with families facing difficult terminal care decisions.

"The supreme ethical principal by which we are guided is patient autonomy in decision-making, if necessary, right up to the point of death," says Castaldo. "Patients need guidance and education from their physicians to help them make their decisions."

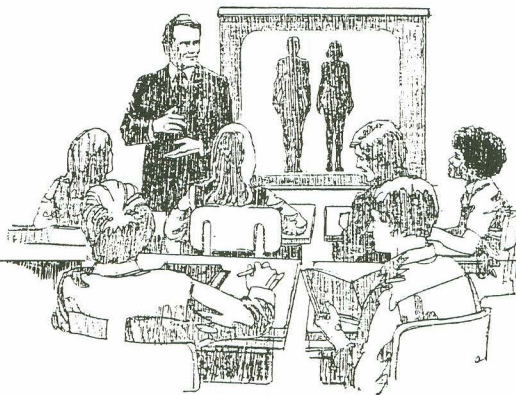
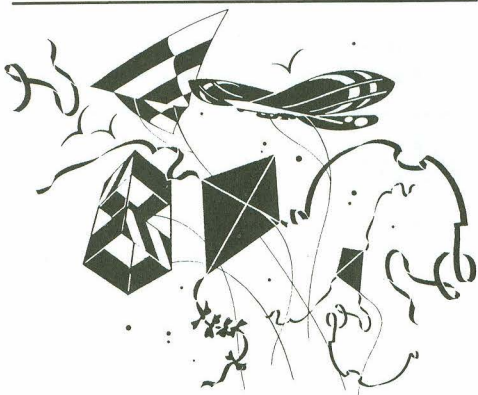
According to Castaldo, who succeeded Vincent as chairman of the group last year, modern medicine faces a wide range of contemporary ethical issues including the care of AIDS patients, the right to refuse treatment based on religious convictions and the ethics of withdrawing and withholding care in patients with a variety of illnesses.

"The motivation of this committee rests in addressing the confusion over what is right from the medical, ethical, and legal standpoints," says Castaldo. "Often these spheres all agree, but when there is disagreement, the ethically correct decision is the proper one."

The Ethics Committee has been instrumental in developing "Do Not Resuscitate" and "Brain Death" policies at the hospital.

Currently, their efforts focus on serving as consultants for doctors and nurses in matters requiring an ethical perspective and on improving communication among families, nurses, physicians and administrators.

However, says Castaldo, the committee's ultimate goal is one which will mark its dissolution. "We want to raise the awareness of employees of ethical issues to the point where our function is not needed anymore."



Medical Ethics Experts To Address Seminar

A major seminar featuring authorities on medical ethics is presented annually in the spring by the Ethics Committee. The topics are geared towards physicians, nurses and other professionals involved with patient care.

This year's two-day program will be held March 31 and April 1. On March 31, Leah Curtin, R.N., editor of *Nursing Management* is scheduled to speak to nurses on "Issues of the '90s: Can the Old 'Ethic' Guide Nurses into the Future?"

The April 1 seminar includes: Samuel O. Thier, M.D., speaking on "Responsibilities of a Learned Profession," Thier is president of the Institute of Medicine at the National Academy of Sciences, Washington, D.C.; "Can We Ration Health Care Resources and Still Keep Our Values?," featuring Daniel Callahan, Ph.D., director of The Hastings Center, Briarcliff Manor, N.Y.; and Curtin who will address "Issues of the '90s: Challenging the Professional Ethos."

For registration information, call Human Resource Development (LVHC) at ext. 8320.

Test Your 'Power Over Poison'

1. Accidental poisonings happen most often to people:
A. under age 5
B. over age 50
C. ages 16 to 25
 2. The leading cause of poisonings among young children is:
A. plants
B. medicines
C. household products
 3. Poisons can be found in the form of:
A. solids
B. liquids
C. sprays
D. invisibles
E. all of the above
 4. More poison emergencies occur when products are being used, as opposed to being stored on a shelf or in a closet.
True ☐
False ☐
 5. Drinking mouthwash can poison a young child.
True ☐
False ☐
 6. Taking someone else's prescription medicine is:
A. all right if the symptoms are the same
B. safe if the instructions are followed
C. dangerous
 7. As long as products are kept in their original containers, they can safely be stored with food items.
True ☐
False ☐
 8. If a petroleum-based product such as gasoline or kerosene is swallowed:
A. induce vomiting
B. call the Poison Center immediately
C. have the victim eat an orange
 9. If a pet is poisoned, the Poison Center can help.
True ☐
False ☐
- Answers: 1-A; 2-B; 3-E; 4-True; 5-True; 6-C; 7-False; 8-B (inducing vomiting can worsen the poison emergency); 9-True.

Making The Rounds

Michael J. Dolan, Lehigh Valley Behavioral Health Center, recently received his master of arts degree in counseling psychology from Kutztown University.

Services provided by the **Comprehensive Community Cancer Center** were recently featured in the "Cancer Center Spotlight," a column in the winter edition of the Pennsylvania Oncologic Society newsletter.

Fred J. Pane, R.Ph., assistant director, Pharmacy (TAH), presented the adverse drug reaction monitoring system to the mid-year conference of the Pennsylvania Society of Hospital Pharmacists held recently in Pittsburgh.

Rose Haas, R.N., director of Employee Health Services, TAH—LVHC, will be a featured speaker at the American Occupational Health Conference, April 29 to May 5, in Boston. The topic of her presentation will be "Shiftwork — Problems and Solutions."

The following six employees of TAH—LVHC recently earned their master's of science degrees in human resource administration from the University of Scranton: **Sheryl Repishak**, R.N., Outpatient Services (TAH); **George Guldin**, RRT, Respiratory Care supervisor (LVHC); **Paul Garbarini**, RRT, Respiratory Care supervisor (LVHC); **Mary Adomaitis**, MT, Toxicology (TAH); **Sue Ellen Stork**, R.N., OHU (LVHC); and **Cassandra Snyder**, R.N., Anesthesia manager (LVHC).



What's Cookin'?

Come celebrate the arrival of spring and the promise of summer on Tuesday, March 28, at TAH site cafeteria. The menu for the day is strictly picnic-style and includes: hot dogs, ranch-style barbecue, chicken salad, tuna salad, hamburgers, deviled eggs, baked beans, pickled eggs, pasta salad, fresh fruit, cakes and even peanuts in the shell.

David G. Beckwith, Ph.D., director of HealthEast Laboratories, was recently re-elected to the Board of Health, City of Bethlehem, for a term of five years. He was also re-elected chairman of the board, a position he has held since 1982.

In addition to being a staff nurse in Labor and Delivery (TAH), **Theresa A. Engelhardt**, R.N., has joined the faculty of Cedar Crest College as a part-time clinical instructor in mental health nursing for the January to May 1989 spring semester.

Clare Aigner, R.D., clinical dietitian, Nutritional Support Services (LVHC), presented a lecture on "Gastrointestinal Disease and Nutrition" to a group of 100 pharmacists at a February continuing education program sponsored by Eli Lilly at Lehigh Community College.

Ralph Montesano, C.C.P., assistant director, and **David Palanzo**, C.C.P., staff perfusionist, both from Perfusion (LVHC), participated as oral examiners in Atlanta, Ga. for the national perfusion certification examination held in March.

Judy Holaska, R.D., clinical dietitian, Nutritional Support Services (LVHC), appeared on Channel 69's "Talk With Your Doctor" to promote March as National Nutrition Month.

Robert Baumgartner, R.N., E.M.T., PII, staff nurse, ACCU (LVHC), has been chosen for inclusion in the 1989 *Who's Who Among Young American Professionals*.

Herbert Hyman, M.D., staff physician (TAH—LVHC) and **Jane Ziegler**, R.D., executive dietitian, Nutritional Support Services (LVHC), recently spoke to the Golden Agers of the Salvation Army.



'Celebration' Benefits FON, Hospice

In a recent issue of *CheckUp* you read about Macy's "Cause for Celebration," scheduled for May 3 at the Lehigh Valley Mall store. This benefit event is a day of shopping so special you will need a ticket to enter the store. This novel fundraising idea will benefit 30 area charities, including Lehigh Valley Hospice and Friends of Nursing. A ticket for "Cause for Celebration" entitles you to:

- 20 percent off a single apparel item,
- 10 percent off any single item,
- a chance to win fabulous door prizes.

Tickets are available by using the flyer inserted in the Feb. 24 issue of *CheckUp*, or at these locations: Alcove Gift Shop (TAH), HealthEast Trust Fund (HealthEast, 50 College Drive), Lehigh Valley Hospice, Nursing offices (TAH and LVHC) and Tree Top Gift Shop (LVHC). They will be sold from now until April 28.

Children under 12 will be admitted free when accompanied by an adult. Store hours are 10 a.m. to 10 p.m. Please call 778-CARE for additional information.

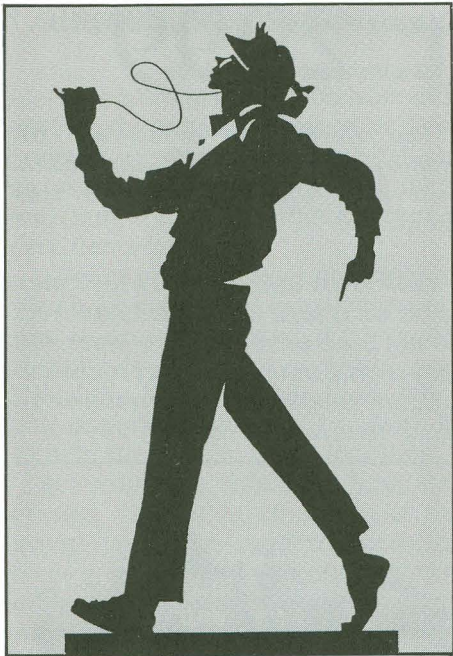
Construction Update

Kate Quinn, R.N. - Nursing Administrator

The office of Kate Quinn, R.N., has been relocated to TAH site from LVHC site. She can be reached through the Nursing Administration office at ext. 2286.

Barbara Hacker, R.N. - Vice President

The office of Barbara Hacker, R.N., has been moved to LVHC site from TAH site. She can be reached through the Nursing Administration office at ext. 8262.



Register Today For WalkAmerica '89

It is time for employees to register for WalkAmerica '89, the 18th annual March of Dimes walk-a-thon in the Lehigh Valley. The 20 kilometers (about 12.4 miles) walk benefits the March of Dimes in its efforts to fight birth defects through research, programs and education.

This year, for the first time, there will be walks in both Allentown and Easton. The Allentown trek will be held on Sunday, April 30 beginning at Dorney Park. The Easton walk will take place Saturday, April 29, beginning at Easton High School.

Employees may participate in either event. Both walks will begin at 9 a.m. and will be held rain or shine. Participants are requested to register by 8 a.m. and to wear a TAH—LVHC T-shirt while walking. T-shirts can be picked up prior to the walk from the Communications Department at your site.

The Lehigh Valley Chapter March of Dimes donates to many area health care providers, including TAH—LVHC. The Forrest G. Moyer, M.D., Neonatal Intensive Care Unit (TAH) receives funds from the March of Dimes, as does the Preterm Labor Prevention Program.

Employees' friends and families are also welcome to participate. For more information, or to register, contact Communications at ext. 2581 (TAH) or ext. 8900 (LVHC).

Recreation Committee News

Monte Carlo Night Planned

Pretend you are in Atlantic City and join the fun at Monte Carlo night on Saturday, April 22, from 8 to 11 p.m. TAH Recreation Committee is sponsoring the event which will take place at Knights of Columbus, 13th and Greenleaf Sts., Allentown. Refreshments will be served. Tickets are \$5 and can be purchased from Marge Scarcia at ext 2628 or Teri Sage at ext. 2288.

State Theatre Features 'My One And Only'

TAH Recreation Committee is sponsoring a trip to see the musical, "My One and Only," at the State Theatre in Easton on Sunday, April 30 at 8 p.m. For tickets, contact Joann Haros at ext. 2231. Tickets are \$18.

You Can Talk To The Animals

A trip to the Philadelphia Zoo is set for Saturday, May 6. The bus departs LVHC site at 10:30 a.m. and leaves the Zoo at 5 p.m. Sponsored by LVHC Recreation Committee, the cost is only \$11 per person. For more information and to register, call Stan Jones at 791-9637.

Donations Needed For May Daze Booth

LVHC Recreation Committee will sponsor a wine booth at May Daze to be held May 19, 20 and 21. Those interested in making a donation should contact Stan Jones at 791-9637.

Calling All Softball Players

If you are interested in playing in the Lehigh Valley Corporate Coed Softball League, please send your name, department and phone number to Loren Schneider, Security (LVHC), by April 3. The first practice will be held Tuesday, April 11 at 5 p.m. at LVHC's softball field. Teams will be picked at that time. For more information, contact Schneider at ext. 8220.

Space Available On Trips Announced Earlier

There's still time to sign up for the April trip to Caesar's Casino (call Hazel Kramer at ext. 2391); the May 5 trip to Penn National Race Track (call Kramer at ext. 2391); as well as trips to Bermuda and Disney World (call Stan Jones at 791-9637).

Benefits Spotlight

Recently coverage provided by the HealthEast Health Plan (HHP) was expanded. As a result of the redesign of the plan in 1988, this additional coverage is now possible. Improved benefits include:

- In-vitro and in-vivo fertilization techniques;
- Temporomandibular joint surgery (TMJ);
- Routine mammograms;
- Weight reduction program at the Weight Management Center of Lehigh Valley; and
- Hospice.

Certain restrictions and limitations apply so be sure and check with Spectrum Administrators' utilization review nurse before

undergoing any of the above procedures.

Routine neonatal circumcisions will no longer be a covered service because this procedure is now generally considered medically unnecessary.

In another HHP matter, employees are reminded the HealthEast Dental Plan is a separate program and not part of HHP. Consequently, dentists listed in the recently distributed Medical Staff Directory are not necessarily participating in the HealthEast Health Plan and are not obligated to accept the allowance as payment in full. For additional information, contact Kathy Fracas (LVHC) at ext. 8839; Ann Kelby (TAH) at ext. 2930; or Kim Seidel or Leilani Souders (HE) at ext. 7936.

Call The Hotline - Ext. 2999

Q. — I am an R.N. at TAH site calling in response to the hotline question and answer on the dirtiness of all the floors. Our floor is always dirty; the garbage cans are overflowing and the toilets are dirty. The survey done on Housekeeping was rated fair to poor. Now, does this tell you anything? The nurses are the ones who end up cleaning the bathrooms and we have enough to do. Please do something about this.

A. — It is difficult to address specific deficiencies when the complaint is made in general terms. Furthermore, if all floors were dirty, it is reasonable to believe that more complaints of this nature would be received, which is not the case.

Surveys and patient interviews done by Housekeeping receive favorable ratings with regard to cleanliness. The caller referred to a survey done by Housekeeping, but the ratings the caller cited are inconsistent with those the department has received.

Housekeeping continues to make every effort to provide our patients with a clean environment in which to receive care.

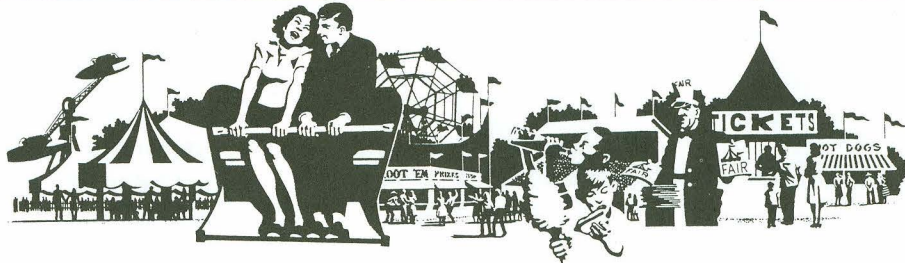
Q. — Why are they making us use hospital doctors and not outside doctors? Because it costs a little more? They are giving \$4,170 in free health care to the Allentown and Salisbury school districts. Don't you think that \$4,170 is a lot of money?

A. — The cost of our health plan has doubled in the last three fiscal years from \$3.3 million to \$6.5 million per year. Since something had to be done to control these skyrocketing costs, we felt employees would prefer using HealthEast physicians rather than receiving reduced coverage or paying added premiums, deductibles and/or co-payments. TAH—LVHC and HealthEast employees enjoy an extraordinary plan which provides 100 percent hospitalization coverage and 90 percent major medical coverage.

Although HealthEast hospitals provide cash and services, such as nurses' salaries, health education programs, counseling and inpatient discounts to the City of Allentown and Salisbury Township, we do not automatically provide free health care to them. The support we provide to the community is extensive; however, it is required so that we can maintain our tax-exempt status.

The Hotline is a service for employees at TAH—LVHC and HealthEast who have questions or concerns.

Callers are asked to leave their messages on a tape machine. Employees do not have to state their names, but they should make reference to the specific site involved in the questions. To reach the Hotline, call ext. 2999.



May Daze Needs Volunteers, Donations

May Daze, the annual lawn festival held on LVHC site grounds, needs your help.

Volunteers are wanted in all areas. Employees can sign up with any individual event chairman or through the volunteer office at either hospital site.

Donated articles are needed for the flea market. Additional information can be obtained through Sally Robb at 395-7454. Furniture, clothing and automobile tires will not be accepted.

Books may be donated and placed in the barrel located in LVHC site lobby. Magazines and *Reader's Digest* publications will not be accepted.

May Daze organizers are also looking for talented people willing to perform on either Friday or Saturday evening. If you would like to volunteer to sing, dance, play musical instruments, or perform in any other manner, call Mary Nagel at 432-3531.

May Daze will be held Friday, May 19 from 4 to 10 p.m.; Saturday, May 20 from 10 a.m. to 10 p.m.; and Sunday, May 21 from 11 a.m. to 6 p.m.

Proceeds of this year's May Daze will go toward fulfilling the pledge to finance the upgrading of bedside monitors. Terri White is general chairwoman and Eva Huston is co-chairwoman.

WomanCare Plans 'Classic' Event

Make plans today to attend the first annual *WomanCare* Golf and Tennis Classic to be held Monday, May 22 at the newly-built clubhouse of Brookside Country Club in Macungie. Presented by the Auxiliary of TAH site and sponsored by Meridian Bank, the event is designed especially for women and is the first of its kind in the Lehigh Valley.

Festivities begin with a fashion show and brunch scheduled for 10 a.m. Golf, tennis and bridge games will begin at noon. After the day's scheduled events, participants will enjoy cocktails and dinner.

Women will have the opportunity to participate in all events or just the events of their choice. There will be a fee for the entire day, or for each event during the day.

Proceeds from the day-long fund-raiser will help to support services of *WomanCare of The Allentown Hospital*.

For further information, call 778-3800.

Dialysis Center Marks National Kidney Month

March is National Kidney Month, a perfect time to recognize the hard work done by employees in the Dialysis Center and on 4S (TAH) who care for renal patients. (Dialysis is the cleansing of waste from the blood by a machine when the kidneys fail to filter it properly.)

Evan Maxwell is among the patients Mary Frances Stahler, R.N., administrative director of the Dialysis Center, has cared for since the center opened in 1967. In 1968, he became the Lehigh Valley's first home patient to use a "kidney machine" under Stahler's tutelage.

In 1967, government funding for dialysis was not even a concept and some insurance companies refused to pay for the procedure. "The patients' only option was to purchase a machine with their own money," explains Stahler.

The dialysis program changed in 1973 from a home-based therapy to include outpatient facility procedures. Stahler says that today, with fewer patients able to receive dialysis at home and with inpatients more severely ill, keeping patients' morale up is a challenge.

"I have learned through the years how to keep a positive attitude and not take the job home. We try to pass a positive attitude along to the patients and staff," she says. "The staff is a great group of women and I personally appreciate them as professional nurses and as individuals."

"The staff members' attitudes are encouraging here despite the high level of acuity of the inpatient dialysis patients. The patients seem to respond positively to the enthusiastic care," observes Maribeth Ballard, R.N., education coordinator in the center.

The hospital submitted a Certificate of Need application for a kidney transplantation program in late 1988 that, if approved, will allow physicians at TAH—LVHC to perform kidney transplants in the early 1990s.

"With the possibility of a kidney transplantation program at TAH—LVHC, we hope some of our patients



Mary Francis Stahler, R.N., and Evan Maxwell, Lehigh Valley's first home "kidney machine" patient, pause for a photo at a recent party in his honor.

soon will be free of their dialysis machines," says Stahler.

Until then, they will continue to receive excellent care — not only dur-

ing National Kidney Month but every day of every month throughout the year.

Briefly Speaking



Employee Relations Gets New Name

Effective this month, the department name of Employee Relations, as well as Dave Kozemchak's title of employee relations specialist, will be changed to Employee Ombudsman. His office location in the modular units at LVHC site remains unchanged. He can be reached at ext. 8808 or by paging 1489.

'Call Parks' Simplified At TAH Site

Effective Monday, March 27, "call parks" can be picked up from TAH site by dialing the four-digit call park number. Thanks to a new upgraded revision of the software, it will no longer be necessary to dial the access code 77. ("Call Parks" is used in direct paging when the caller waits to speak with the person paged.)

TAH—LVHC Finance Phone Numbers Changed

The consolidation of the Finance office has resulted in a change in communications. Effective immediately, the main Finance office number (ext. 2209) will be disconnected. Each finance staff member will have a direct extension number. Consult your new directory for the desired number.

Patient Transport Service (TAH) Hours Change

Effective Saturday, April 1, Saturday hours for Patient Transport Service (TAH) will change from 7 a.m. to 3:30 p.m. to 7:30 a.m. to 4 p.m. This change will help accommodate the numerous late afternoon transports that have not been covered in the past. For more information, call Rick Cardona, transport supervisor (TAH), at ext. 2471.

Educational Happenings

Monday, March 27

TAH - Teleconference: "The Healing Power of Humor" - 1 to 3:30 p.m., auditorium

Thursday, March 30

TAH - Medical Terminology - 9 to 10:30 a.m., OR conference room
LVHC - CPR Recertification - 9 to 11 p.m., classroom 2

Friday, March 31

LVHC - Nursing Ethics Conference - "Issues of the '90s: Can the Old 'Ethic' Guide Nurses Into the Future?" - 8:30 a.m. to 4:30 p.m., auditorium (see story this issue for further details.)
LVHC - CPR Recertification - 1 to 3 a.m., classroom 2

Saturday, April 1

LVHC - Ethics Conference: "Critical Issues in Health Care Today: Some Ethical Perspectives" - 8:30 a.m. to 1 p.m., auditorium (See story this issue for further details.)

Monday, April 3

TAH - New Employee Orientation - 8 a.m. to 4:30 p.m., auditorium

Tuesday, April 4

TAH - Teleconference: "Individual and Corporate Creativity" - 1 to 3 p.m., auditorium
LVHC - Lecture on Hand Surgery by Peter Keblish, M.D., orthopaedic surgeon, sponsored by National Association of Orthopaedic Nurses, Lehigh Valley Chapter - 8 p.m., board room. For additional information, call Cathy Hoffman at ext. 8780.

Wednesday, April 5

TAH - "Become a Better Delegator" - 7 to 8 a.m., cafeteria conference room. This workshop, available to any employee, will provide skills on being an effective delegator, including the importance of effective communication, feedback and follow-up. To register, call Human Resource Development at ext. 2430 (TAH) or ext. 8320 (LVHC).

TAH - Tour TAH site - 10:30 to 11:30 a.m., lobby

LVHC - "Become a Better Delega-

tor" - 4 to 5 p.m., board room. To register, call Human Resource Development at ext. 2430 (TAH) or ext. 8320 (LVHC).

LVHC - Tour LVHC site - 1:30 to 2:30 p.m., lobby

LVHC - Teleconference: "Individual and Corporate Creativity" - 2 to 4 p.m., auditorium

Thursday, April 6

TAH - "Become a Better Delegator" - 2 to 3 p.m., cafeteria conference room. To register, call Human Resource Development at ext. 2430

(TAH) or ext. 8320 (LVHC).

TAH - Medical Terminology - 9 to 10:30 a.m., auditorium

LVHC - CPR Certification, Part II - 1 to 3 p.m., classroom 3

Friday, April 7

LVHC - "Malpractice in Drug Therapy" - 1 to 3 p.m., auditorium. Presented by Carl Gainor, Ph.D., J.D., assistant professor of law in pharmacy, University of Pittsburgh. For additional information, call Fred Pane, R.Ph., Pharmacy (TAH), at ext. 2550

Radiation Oncology To Mark Daffodil Days

Cancer patients who receive treatment in the Radiation Oncology Department on March 29 will receive a daffodil as a gift from the department, according to Marie Seyfried, R.N., Radiation Oncology (TAH).

The blooms will be made possible through a special fund-raiser held by the American Cancer Society in which Seyfried participated. The fund-raising theme is "Daffodil Days — First flower of spring, the flower of hope."

"Our department works together with the community to make our patients feel special. It is a nice way to tell them we care," Seyfried explains.



Fitness Centers Offer Discounts

Lehigh Valley Fitness Centers has established a discount program for TAH—LVHC and HE employees. The discount applies to enrollment fees and is available for all employees, including their spouses and their children under 18 years of age.

The discount of 75 percent off enrollment fees will be offered for 60 days. Membership dues are separate and are not discounted. These fees vary depending on the type of membership selected. There are several types, including racquetball only, unlimited exercise, unlimited racquetball, winter swim and year-round swim. Discounts of 50 percent off regular tennis and unlimited tennis are also available.

Employees may visit any of the Lehigh Valley Fitness Centers for a tour and additional information. They are Allentown Racquetball and Fitness Club, 601 Union St., 821-1300; Bethlehem Racquetball and Fitness Club, 1441 Schoenersville Road, 691-3100; and Westend Racquet, Swim and Fitness Club, NE of Routes 22 and 309, 395-3337.

Membership includes a fitness assessment with cholesterol test.

THE MARKETPLACE

March 24, 1989

FOR SALE

Medium-oak parquet dining room table with four chairs. Getting married, don't need two! Make offer. Call Denise at ext. 7921.

Brand-new Schwinn-Sprint, 10-speed bicycle. Biking accessories, inspection and registration included. Asking \$300. Call Gary at ext. 8575, 7 a.m. to 3:30 p.m.

Body-building equipment - adjustable heavy duty power bench, 365 pounds of York metal weights, barbell, dumbbells, arm blaster, curling bar and more. Must sell everything. Call 439-4971 after 3:30 p.m.

Yamaha Keyboard, PSR-70. Like new. Includes arvil case, A/C adapter, 61 full-size keys, two built-in speakers, music programmer, custom accompaniment and midiports. Asking \$550. Call 434-6973 after 4 p.m.

Craftsman 16-inch scroll saw, including blades. Excellent condition. Asking \$100. Men's 26-inch, 5-speed bicycle. Asking \$45. Call 261-0425.

Dark-wood kitchen table with six matching chairs, in good condition. Asking \$50. Call 776-8182 after 3 p.m.

"Estey, Brattleboro, Vt." walnut pump organ with rose needlepoint stool and candle stands. Numbered and dated, over 100 years old. In fine playing condition. Call 391-0567.

Oak dining room set. Includes pedestal table, four chairs and china cabinet. Very good condition. Asking \$850. Call 266-6390.

Yellow-crested, white Cockatoo -- female, 3 years old. Includes five-foot black wrought iron cage, food and all accessories. Needs good home with lots of love and attention. Asking \$850 or best offer. Call Tami at 791-4771.

Singer sewing machine, including attachments. Excellent condition, used twice. Asking \$175 (negotiable). Call 967-1906 and leave message.

L.P.s: "Two Virgins" - John Lennon/Yoko Ono (original) - \$125; "Little Feat" - Lowell George (autographed copy) - \$100; first Montrose L.P. (autographed by Sammy Hager) - \$100. Kay stand-up bass, includes new strings - \$250. Contact Jim at ext. 8480 or 767-3395.

Kimball grand piano (4 1/2 feet). Excellent condition. Asking \$1,300. Call 820-5669.

40-channel citizen's band radio - base or mobile. Asking \$125. Call 439-8725.

Commodore 64 computer, three years old, good condition - asking \$70; Selmer trumpet, four years old - asking \$150. Call Camille at ext. 2787 or page 3457.

1981 Suzuki GS850L motorcycle -- black with gold striping, step saddle, pull-back handlebars. 10,600 miles. Nice cruiser! Asking \$1,100 or best offer. Call 298-2025 after 4:30 p.m.



FOR SALE (continued)

1979 Bronco Ranger XLT - 4 X 4. Includes power steering and brakes, tilt wheel, cruise control, AM/FM radio. New paint, radiator, water pump, hoses, thermostat, starter, battery, spark plugs and wires. Call 266-1749.

1987 300ZX - gold-mint condition. Fully loaded, 20,000 miles. Price negotiable -- must sell. Call Larry at 820-9520.

1978 Ford truck and 27-foot fifth-wheel R.V. Sleeps six. Includes awning, gas range, refrigerator, air conditioner, electric heater, TV, stereo, antenna, intercom from truck-to-trailer, CB radio in truck. Truck has four new tires, cruise control and low mileage. Excellent condition. Asking \$7,900 or best offer. Call 264-3336.

1986 (Lesharo) Winnebago motor home. Sleeps four. Four cylinder, automatic, front-wheel drive, cruise control, deluxe steering wheel, cab and roof air conditioning, battery charger. 30,000 miles. Also includes refrigerator, stove, front and rear heater, microwave, TV with roof antenna, shower, toilet, dinette, sink, AM/FM radio with cassette. Asking \$21,500. Call Gloria at 262-0525 or ext. 8507.

Three-bedroom twin in Alburtis. One and one-half baths, large kitchen, laundry room. Living room includes Russo coal/wood stove on raised hearth with two brick, full-wall, built-in book shelves. Two-car parking pad. Asking \$79,900. Call 966-3919.

Three-bedroom, two-story, sixty-five year old brick home near The Allentown Hospital site. Includes living room, dining room, eat-in kitchen, dry basement, fenced-in yard. Newly redecorated, move-in condition. Call 799-2974.

West Allentown four-bedroom, brick and aluminum home. Totally renovated and decorated. This maintenance-free home includes large ultra-modern oak kitchen, central air, security system, finished one-half basement with safe. Also featured are Pella windows, EFM oil, hot water, baseboard heat, (average \$500 per year to heat). One and one-half car garage and much more. Must be seen. Asking \$143,000 or best offer. Call 437-4503.

WANTED

Roommate: non-smoking female seeks same to share rent. Prefer to move out of apartment and into single home or townhouse. Call 435-9610.

Female roommate: sunny, second-floor with private bath, kitchen on third floor (shared with third-floor roommate). Located at 12th and Linden. \$400 per month, includes all utilities. Call 432-1350.

Child Care: child attending afternoon kindergarten session at Sheridan School. Some holidays and after school possible. Call 433-4483 after 4 p.m.

Old baseball cards: will appraise all cards with current 1989 price book. Call Jim or John at ext. 2253.

Aluminum, 14-foot fishing boat: minimum seven and one-half horsepower motor. Call Marilyn at ext. 2348.
